

Sustainability Policy - Hubexo

Owner: Head of Sustainability

Approved by: The board of directors

Last update: 2025-09-01

Distribution: All employees



The Old Post Office,
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Hubexo are global leaders in delivering essential data-driven insights, shaping the places where people live, work and play.

The built environment touches all our lives. It shapes the way we live, work and play. But construction is under pressure to respond to a fast-moving world with increasing complexities and changing priorities.

Hubexo's sustainability vision is to help the construction sector build more sustainably. As a leading player at the centre of the construction ecosystem, we improve the availability of environmental, social and governance data within the market to drive more environmentally informed decision-making.

Achievement of this vision will have direct impacts upon the environment, individuals, and communities. Hubexo recognises this and has developed this sustainability policy to set out our approach to minimising, managing, and mitigating these impacts.

Any reference to Hubexo or the Company in this policy shall also include all subsidiary companies.

1 Sustainability vision

To enable the construction sector to build more sustainably. As a leading player at the centre of the construction ecosystem, we improve the availability of environmental, social and governance data within the market to drive more environmentally informed decision-making.

In tandem with our vision and aligned to our core services, Hubexo will also limit the impact we have as a business upon people and the environment through high due diligence and robust environmental practice.

2 Policy objectives

We strive to contribute to the transition to a low carbon economy through innovative business practises and exemplary sustainability performance. This commitment informs every aspect of our business, including how we operate our company, report progress, and how we address the needs of the industry through our products and services. We want all our stakeholders, from customers to investors, to our employees, to be proud to be a part of our business.

This policy informs and guides our business operations. This includes, but is not limited to reporting, disclosures, business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations.

3 Environmental Statement

Hubexo is committed to improving our environmental performance and implementing best practice to minimise the negative environmental impacts of our business operations. We also implement strategies to reduce the business' exposure to environmental risks. This policy and the associated policies keep senior management and employees informed about their environmental roles and responsibilities within our organisation.

Environmental scope within this policy applies to all employees and contractors, both full time and part time, and on permanent or temporary contracts. Our Environmental Policy is shared with suppliers, partners and consultants where necessary to demonstrate and indicate the company's expectations and is published on our website.

Environmental aims include:

- Reduce our carbon impact in line with Net Zero carbon targets, through developing emission reduction strategies and associated policies.
- Measure, monitor and report on performance against targets.
- Ensure compliance with all relevant legislation and guidance.
- Allocate reasonable resources to support this policy.

Associated Environmental Policies:

Hubexo – Energy Policy

Hubexo – Environmental Policy

Hubexo – Travel Policy

4 Social Statement

Our focus is to deepen relationships with our key stakeholders by investing in our employees and partnering with our customers, communities, investors and suppliers. We are committed to engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness.

Social aims include:

- Support initiatives that benefit human capital welfare and education.
- Engage with suppliers, customers and employees around safety, health, and wellness.
- Preserve and promote the protection of human rights and welfare within our own business activities, as well as those of our supply chain.

Associated Social Policies:

Hubexo – Equality Policy

Hubexo – Health and Safety Policy

Hubexo – Social Policy

5 Governance Statement

Our focus is to promote strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and long-term preservation of value for our business.

Governance aims include:

- Maintain strong corporate governance practises through exemplary board stewardship, management accountability, and proactive risk management.
- Mitigate risk exposure and build the resilience of our business to climate change.
- Maintain our commitment to high ethical standards through a strong Code of Ethics and Business Conduct, ongoing ethics training, and executive leadership that promotes a culture of integrity.
- Cultivate strong stakeholder relationships through transparency, open communications, and responding to stakeholder input.
- Establish clear and effective Sustainability governance, set goals, establish accountability and report publicly. Goals and targets are set through our sustainability committee and reported to our board.

Associated Governance Policies:

Hubexo – Code of Conduct

Hubexo – Anti-bribery and Corruption policy

Hubexo – Whistleblower Policy

Hubexo – Information security policy

6 Monitoring and enforcement

We seek to proactively prevent and mitigate instances of non-compliance with this policy and all associated policies. Any breaches or concerns, including ethical concerns or potential breaches in our commitment to high ethical standards should be reported as soon as possible through our whistleblowing channels.

Adherence to this policy is reported to the Board on a regular basis. Active participation and engagement at all levels of the business is expected to ensure ownership of sustainability by all staff.

7 Target setting and reporting

Hubexo will measure and report annually on matters of sustainability that are assessed to be material to our business or within the scope of the law. Furthermore, we will work to reduce the impact in which our operations affect those material matters, through clear goals and targets.

8 Continuous improvement

The Hubexo sustainability policy provides assurance to our customers, colleagues, supply chain and societies, that we conduct business in the most responsible manner. We will continue to work to reduce our own impact on all material sustainability matters, whilst aiding negative impact reduction of the sectors we operate in and ~~save~~.

For information on when this policy is subject to review and approval, as well as the appointed Owner and Approver, please see the Policy for Policies.